



# COVID-19 Employment Litigation Tracker And Insights

The COVID-19 Employment Litigation Tracker provides a comprehensive map view of state and federal workplace lawsuits filed against employers as a direct result of the COVID-19 pandemic, searchable by case type, industry, and company size. We also provide a substantial list of legal Insights summarizing many of these cases and lessons to be learned from this litigation and related court decisions.

Total Cases

## 8,403

\*from 1/30/2020 to 6/2/2023

Most New Cases Last 30 Days

**California - 40**  
**Michigan - 19**  
**New York - 19**

Most Common Case Type

**Employment Discrimination**

Most Common Industry

**Healthcare**

Case Type

All Clear Filters

Filing Date: 1/30/2020 - 6/2/2023

Venue Type:  Federal  State

Plaintiff Type:  Individual(s)  Class

Total Cases | Cases by Population Last Updated: June 6, 2023

State / Case Type | Case Type / State | Case Analysis

State / Case Type	Cases	Cases by Population*
Alabama	77	15.70
Alaska	5	6.83
Arizona	83	11.40
Arkansas	21	6.96
California	2,101	53.17
Colorado	110	19.10
Connecticut	155	43.47
Delaware	6	6.16
District of Columbia	30	42.51
Florida	440	20.49
Georgia	101	9.51
Hawaii	10	7.06
Idaho	23	12.87
Illinois	274	21.62
Indiana	105	15.60
Iowa	75	23.77
Kansas	31	10.64
Kentucky	145	32.46
Louisiana	66	14.20
Maine	22	16.37
Maryland	71	11.74
Massachusetts	103	27.77
<b>Total</b>	<b>8,382</b>	<b>456.26</b>

\* per 1 million people

Industry / Case Type | Case Type / Industry

Industry / Case Type	Cases	% of Total Cases
Admin. and Support Services	83	1.0%
Agriculture and Food Production	222	2.7%
Arts, Entertainment, Sports, and Recreation	155	1.9%
Automotive	228	2.8%
Construction	309	3.8%
Education	470	5.7%
Energy	78	1.0%
Finance and Insurance	355	4.3%
Government	971	11.9%
Healthcare	1,900	23.2%
Hospitality	422	5.2%
Labor Union	31	0.4%
Manufacturing	581	7.1%
Media and Telecommunications	95	1.2%
Non-Profit Industry or Civic Organizations	201	2.5%

Company Size | Size / Industry / Case Type

Cases by Company Size (# of Employees)

Microsoft Power BI

This COVID-19 Employment Litigation Tracker includes cases that were a direct result of the COVID-19 pandemic and are traditional employee vs. employer cases - both individual plaintiff and class actions. This should be considered a comprehensive, but not exhaustive, dataset.

The *Cases by Population* tab includes a visual representation of the number of cases filed per one million residents in the state. State population data was determined using the most recent census data available.

The *industry* and *company size* tables and graphs were developed using the primary defendant's information when the case involves multiple defendants. Company size information is provided where the number of employees is available via public resources.

For substantive inquiries about the data, please contact a team member of the [COVID-19 Taskforce](#) or your Fisher Phillips attorney. For media inquiries, please contact [Meghan Warin](#) or [Jenna Gatski Einstein](#).

### **Legal Insights**

Click on an article title below to read the latest on COVID-19-related workplace litigation and trends, or [click here](#) to subscribe to our alerts on COVID-19 or other topics.

- [Worker Fired During COVID-19 Isolation Can Proceed with Disability Lawsuit](#), Says Federal Court, February 25, 2022
- [Philadelphia Police Vaccine Mandate Latest to be Upheld Despite Legal Challenge](#), February 4, 2022
- [SoulCycle Settles Lawsuit Alleging Pandemic Was Simply Excuse for Pregnancy Discrimination](#), January 13, 2022
- [PEO Pointers: Court Decision Means Employers Could Face COVID-19 Injury and Death Claims for Workplace Exposures](#), January 12, 2022
- [California Court Ruling Opens Door to COVID-19 Claims by Non-Employees Catching Virus from Workers](#), January 7, 2022
- [Yet Another Court Upholds Workplace Vaccine Mandate: What Your Organization Can Take From New York City Schools Litigation](#), December 21, 2021
- [Federal Court Allows COVID-Based Disability Discrimination Lawsuit to Proceed](#), October 6, 2021
- [Kentucky Hospital Employees Latest to File Suit Over Workplace Vaccine Mandate](#), September 14, 2021
- [First Shot Fired: EEOC Files First Pandemic-Related Remote Work Discrimination Lawsuit](#), September 13, 2021
- [Pending California Case Could Upend Workers' Compensation "Exclusive Remedy" for COVID-19 Claims](#), September 9, 2021
- [FP Tracker Reveals: Hot COVID Litigation Summer Could Foreshadow Trouble for Employers](#), September 7, 2021
- [7 Steps Employers Can Take While Rehiring to Avoid COVID-19 Discrimination Workplace Lawsuits](#), August 16, 2021
- [What Employers Need To Know as Federal Judge Upholds Houston Hospital's Workplace Vaccine Requirement](#), June 14, 2021
- [More Lawsuits Are Challenging Employer Mandatory Vaccination Policies, Relying More on Fear, Hyperbole, and Misdirection Than Law or Science](#), June 9, 2021

[Earlier Insights are archived here.](#)